

FYE 17 Pay Plan
Annual Pay Ranges by Position

Position	Minimum	Maximum	Department(s)
Accounts Payable Technician	30614	43302	Finance
Administrative Technician II (A)	30614	43302	Planning/Public Works/Utilities/Police
Administrative Technician II (NU)	31514	44872	Police
Administrative Technician III (A)	34313	48569	Municipal Court/Public Works/Utilities/Police/Fire
Administrative Technician III(NU)	35411	50420	City Clerk/Police
Administrative Technician IV	40164	57187	City Clerk/Municipal Court/Finance/HR/Planning/IT Public Works/Utilities/Police/Fire/Parks and Recreation
Animal Welfare Officer	38827	54996	Police
Animal Welfare Supervisor	45982	65472	Police
Assistant City Attorney I	61405	87431	Legal
Assistant City Attorney II	77354	110140	Legal
Assistant City Attorney III	85089	121154	Legal
Assistant Fire Chief	77848	113017	Fire
Assistant Golf Professional II	42974	61189	Parks and Recreation
Auto Service Technician	32409	45857	Public Works
Benefits Specialist	49200	70053	Human Resources
Budget Manager	61405	87431	Finance
Building Inspector	52645	74959	Planning
Capital Projects Engineer	77354	110140	Public Works/Utilities
Capital Projects Manager	85089	121154	Public Works
CDGB/Grants Manager	66317	94424	Planning
Chief Accountant	85089	121154	Finance
Chief Communications Officer	61405	87431	City Manager
Chief Deputy Court Clerk	49200	70053	Municipal Court
City Attorney	111523	158792	Legal
City Clerk	81247	115683	City Clerk
City Engineer	93596	133268	Public Works
City Manager (appointed)		170000	City Manager
City Surveyor	50684	71879	Public Works
Code Compliance Inspector	38827	54996	Planning
Code Compliance Supervisor	49200	70053	Planning
Communication Systems Manager	66317	94424	Police
Communications Officer I	30614	43302	Police

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Communications Officer II	36331	51444	Police
Communications Supervisor	49200	70053	Police
Compensation Specialist	49200	70053	Human Resources
Computer Programmer	52645	74959	Information Technology
Construction Inspector	50684	71879	Public Works
Construction Manager	61405	87431	Public Works
Court Administrator/Clerk	73860	105166	Municipal Court
Crew Chief	44354	62865	Public Works/Utilities/Parks and Recreation
Crime Analyst	57463	81820	Police
Crime Analyst I (NU)	40164	57187	Police
Crime Analyst II	52645	74959	Police
Custodial Coordinator	34313	48569	City Clerk
Custodian	28919	40892	City Clerk
Custodian (Part-time)	11419	16157	Utilities/Parks and Recreation
Customer Account Specialist	38827	54996	Finance
Customer Service Rep I	30614	43302	Finance
Customer Service Supervisor	49200	70053	Finance
Deputy City Clerk	42974	61189	City Clerk
Deputy Court Clerk I	34313	48569	Municipal Court
Deputy Court Clerk II	38827	54996	Municipal Court
Deputy Fire Chief	85089	121154	Fire
Deputy Police Chief	85089	121154	Police
Development Coordinator	61405	87431	City Manager
Development Engineer	77354	110140	Public Works
Director of Finance	95527	136014	Finance
Director of Human Resources	89372	127250	Human Resources
Director of Information Technology	89372	127250	Information Technology
Director of Parks and Recreation	89372	127250	Parks and Recreation
Director of Planning/Community Development	102018	145259	Planning
Director of Public Works	95527	136014	Public Works
Director of Utilities	95527	136014	Utilities
Emergency Management Coordinator	56857	80955	Fire
Employment Technician	40164	57187	Human Resources

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Position	Minimum	Maximum	Department(s)
EMS Training Officer	61830	89763	Fire
Engineering Assistant	52645	74959	Public Works
Engineering Technician	38827	54996	Public Works
Environmental Services Assistant	49200	70053	Utilities
Environmental Services Coordinator	61405	87431	Utilities
Executive Secretary to City Manager	45982	65472	City Manager
Facility Maintenance Superintendent	71624	101982	City Clerk
Field Services Mechanic II	41496	58798	Public Works
Fire Captain	63630	92378	Fire
Fire Chief	95527	136014	Fire
Fire Driver Engineer	54832	79604	Fire
Fire Inspector	61830	89763	Fire
Fire Marshal	79555	115496	Fire
Fire Protection Engineer	61405	87431	Fire
Fire Training Officer	79884	115974	Fire
Firefighter	47668	69203	Fire
Firefighter Recruit	45790	46706	Fire
Fleet Welder	38827	54996	Public Works
Forensic Investigator	64638	92036	Police
Forensic Technician	52645	74959	Police
GIS Analyst I	49200	70053	Planning
GIS Analyst II	52645	74959	Planning
GIS Services Manager	77354	110140	Planning
GIS Utilities Analyst	49200	70053	Utilities
Golf Course Laborer (Part-time)	14364	20350	Parks and Recreation
Golf Course Maintenance Supervisor	49200	70053	Parks and Recreation
Golf Shop Assistant (Part-time)	14364	20350	Parks and Recreation
Heavy Equipment Operator	38827	54996	Public Works/Utilities/Parks and Recreation
Irrigation Technician	38827	54996	Parks and Recreation
Kennel Attendant	28919	40892	Police
Lab Manager	49200	70053	Utilities
Laboratory Technician	41496	58798	Utilities
Legal Administrative Technician	42974	61189	Legal

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Position	Minimum	Maximum	Department(s)
Line Maintenance Division Manager	77354	110140	Utilities
Maintenance Worker I	28919	40892	Public Works/Utilities/Parks and Recreation
Maintenance Worker II	34313	48569	Public Works/Utilities/Parks and Recreation
Master Police Officer	52687	75019	Police
Mechanic I	38827	54996	Public Works
Mechanic II	41496	58798	Public Works/Parks and Recreation
Meter Reader	28919	40892	Finance
Meter Service Rep	32409	45857	Finance
Meter Service Supervisor	40164	57187	Finance
Municipal Accountant I	42974	61189	Finance
Municipal Accountant III	66317	94424	Finance
Municipal Court Officer	40164	57187	Municipal Court
Network Manager	77354	110140	Information Technology
Network Support Supervisor	71624	101982	Information Technology
Oil and Gas Inspector	49200	70053	Planning
Park Maintenance Technician	38827	54996	Parks and Recreation
Park Planner I	49200	70053	Parks and Recreation
Park Planner II	66317	94424	Parks and Recreation
Parking Service Officer	28919	40892	Police
Parking Service Officer (Part-time)	14364	20350	Police
Parks and Recreation Superintendent	71624	101982	Parks and Recreation
Parks and Recreation Supervisor	56857	80955	Parks and Recreation
Pavement Maintenance Coordinator	45982	65472	Public Works
Permit Manager	71624	101982	Planning
Permit Services Supervisor	49200	70053	Planning
Permit Technician I	34313	48569	Planning
Permit Technician II	38827	54996	Planning
Pet Adoption Coordinator	28919	40892	Police
Planner II	56857	80955	Planning
Plans Examiner I	56857	80955	Planning
Plans Examiner II	61405	87431	Planning
Plant Mechanic	41496	58798	Utilities
Plant Operations/Maintenance Technician	41496	58798	Utilities

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Position	Minimum	Maximum	Department(s)
Plant Operator "A"	41496	58798	Utilities
Plant Operator "B"	38827	54996	Utilities
Plant Operator "C"	36331	51444	Utilities
Plant Operator "D"	34313	48569	Utilities
Police Captain	70696	100662	Police
Police Chief	95527	136014	Police
Police Lieutenant	61331	87327	Police
Police Major	82715	117774	Police
Police Officer	48713	69359	Police
Police Records Clerk	30614	43302	Police
Police Records Supervisor	49200	70053	Police
Police Sergeant	52687	75019	Police
Pollution Prevention Specialist	42974	61189	Utilities
Principal Planner	71624	101982	Planning
Printing Services Operator I	28919	40892	Finance
Printing Services Operator II	34313	48569	Finance
Procurement Analyst	45982	65472	Finance
Program Coordinator	40164	57187	Planning
Programmer Analyst	61405	87431	Information Technology
Property Custody Officer	36331	51444	Police
Public Safety Information Officer	45982	65472	Police
Public Works Superintendent	77354	110140	Public Works
Public Works Supervisor	56857	80955	Public Works
Radio Systems Technician	44354	62865	Police
Recreation Center Supervisor	45982	65472	Parks and Recreation
Recreation Leader I (Part-time)	11419	16157	Parks and Recreation
Recreation Technician (Part-time)	14364	20350	Parks and Recreation
Recycling Operator	34313	48569	Utilities
Refuse Container Repair Assistant	32409	45857	Utilities
Registered Vet Technician	30614	43302	Police
Rehabilitation Specialist	52645	74959	Planning
Rehabilitation Technician	35411	50420	Planning
Retail Marketing Coordinator	61405	87431	City Manager

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Position	Minimum	Maximum	Department(s)
Revenue Collection Supervisor	49200	70053	Finance
Safety Manager	56857	80955	Human Resources
Sanitation Dispatcher	34313	48569	Utilities
Sanitation Worker I	30614	43302	Utilities
Sanitation Worker II	34313	48569	Utilities
Senior Citizens Center Supervisor	45982	65472	Parks and Recreation
Senior Program Coordinator	42974	61189	Parks and Recreation
Sewer Maintenance Specialist	49200	70053	Utilities
Shelter Veterinarian (Part-time)	35812	50991	Police
Small Equipment Mechanic	38827	54996	Parks and Recreation
Solid Waste Division Manager	71624	101982	Utilities
Sports Coordinator	40164	57187	Parks and Recreation
Stormwater Compliance Inspector	38827	54996	Public Works
Stormwater Engineer	77354	110140	Public Works
Stormwater Locator/Inspector	41496	58798	Public Works
Stormwater Program Specialist	61405	87431	Public Works
Subdivision Development Coordinator	56857	80955	Public Works
Subdivision Development Manager	77354	110140	Public Works
Systems Administrator	61405	87431	Information Technology
Systems Support Technician	45982	65472	Information Technology
Tire Repair Technician	32409	45857	Public Works
Tradesworker	44354	62865	City Clerk
Traffic Engineer	85089	121154	Public Works
Traffic Sign Fabricator	34313	48569	Public Works
Traffic Signal Technician	38827	54996	Public Works
Traffic Technician	34313	48569	Public Works
Training and Development Manager	56857	80955	Human Resources
Transfer Station Attendant	30614	43302	Utilities
Transportation Engineer	93596	133268	Public Works
Treasury Service Specialist	38827	54996	Finance
Utilities Engineer	85089	121154	Utilities
Utilities Inspector	50684	71879	Utilities
Utilities Supervisor	56857	80955	Utilities

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Position	Minimum	Maximum	Department(s)
Utility Coordinator	52645	74959	Public Works
Water Lab Intern (Part-time)	14024	19969	Utilities
Water Maintenance Specialist	49200	70053	Utilities
Water Plant Specialist	49200	70053	Utilities
Water Reclamation Plant Manager	77354	110140	Utilities
Water Treatment Plant Manager	77354	110140	Utilities